



From the Acquisition Support Center Director

It's my pleasure to take the time in my first column for *Army AL&T* Magazine to thank COL Genaro J. Dellarocco for his dedication and service to the U.S. Army Acquisition Support Center (ASC) and wish him continued success in his new position as the Chief of the Requirements and Acquisition Division at the Joint Chiefs of Staff (J-8), Office of the Director, Force Structure, Resources and Assessment. COL Dellarocco led ASC during a time of significant organizational change for the Army and the Army Acquisition Corps (AAC). He has moved ASC forward despite a tremendous workload and made a remarkable impact on the success of the Acquisition, Logistics and Technology (AL&T) Workforce and community.



With COL Dellarocco's departure come several other changes in ASC's leadership structure. In addition to a change in directors, we also welcome the new Deputy Director, LTC Fred Mullins, who joins us from the University of Texas-Austin where he just completed the Senior Service College Fellowship Program. Prior to that, he served as the Product Manager, Combat Training Instrumentation Systems at Program Executive Office Simulation, Training and Instrumentation. We also welcome Susian Vickers, the new Acquisition Career Management Division Chief; Dave Duda, the new CP-14 (Contracting) Career Program Division Chief; Tom Evans, the new National Capital Region Director; Wanda Meisner, the new Program Structures Division Chief; Maria Holmes, the Acting Operations Division Chief; and Anna Edmondson, ASC's new Executive Officer. With these numerous personnel changes come new ideas and methodologies for conducting business. I look forward to examining the influx of information, experience and best practices our new managers bring to the organization so that the ASC staff can help me identify ways to further improve our operations and provide world-class service and support to our customers.

I'd like to share a few of the things I told my staff during the Change of Leadership Ceremony on June 16 regarding the change and the pace of today's work environment. These issues are salient to all AL&T Workforce members.

- I urge you to take part in Army transformation and enjoy the change we are experiencing. The pace of change is more radical than any we've previously experienced and it's continually becoming faster and more frequent. Challenge yourself to share your ideas and your enthusiasm as we find new ways to make the Army better.
- Transformation requires that we get more done without more resources. The environment demands it and we can do it. Seek efficiencies in the ways you do your job and share your accomplishments with your colleagues so that they can benefit from your experience as well.
- Renew your curiosity in the mission and in the people you work with daily. Ask your customers how they use the products or services you provide them and find a way to deliver a better, more user-ready product faster. Talk with your colleagues to find out how they meet customer needs and consider trying a new approach to old problems. Challenge yourself to improve processes and create efficiencies organization-wide.
- Know when to ask for help. Your supervisors and Army leaders bring substantial knowledge, training and know-how to the table. When you reach an impasse, ask for direction in solving problems. Challenge yourself to know when to resolve a problem on your own and when to knock on someone's door for assistance.
- Push yourself to exceed your own expectations — personally and professionally. Set high goals for yourself and you will be rewarded with great accomplishments. Challenge yourself to update your individual development plan each quarter and write a recurring reminder to do so in your calendar.
- Remember, have fun while you're doing your job. We spend too much time at our professional employment to not enjoy it. Experiment to find new and enjoyable ways to achieve your goals.

ASC is planning several exciting events over the next few months. We're working with the U.S. Army Materiel Command (AMC) to host the invitation-only Acquisition Senior Leaders and AMC Commanders Conference, Aug. 22-25 in Detroit, MI. Please check the ASC Web site at <http://asc.army.mil> for more information. After the event, briefings and photos will be posted online for anyone who wishes to learn more.

Please mark your calendar for the AAC Annual Awards Ceremony, Oct. 2, 2005, in Crystal City, VA. This is our time to recognize the numerous accomplishments of the acquisition workforce's most extraordinary members and the teams they lead. This event is held prior to the Association of the U.S. Army Annual Meeting and Exposition in Washington, DC, Oct. 3-5.

I look forward to working with all of you during my tenure as ASC Director. I encourage your input, thoughts and suggestions. Let's shape the AAC in a positive way during this transformative period in the U.S. Army's history. Together, we must be pioneers of change and architects of our destiny.



Craig A. Spisak
Director, U.S. Army
Acquisition Support Center

ASC Change of Leadership Ceremony Honors Outgoing and Incoming Directors

Mike Roddin

The U.S. Army Acquisition Support Center (ASC) held its Change of Leadership Ceremony June 16, 2005, in Scott Hall on the Defense Acquisition University campus at Fort Belvoir, VA. During this ceremony, COL Genaro J. Dellarocco relinquished his directorship to Mr. Craig A. Spisak. Spisak, who has served as ASC's Deputy Director since 2002, took the helm as the organization's first civilian director. Dellarocco departed ASC to assume responsibilities in the Office of the Director, Force Structure, Resources and Assessment (J-8), as the Chief of the Requirements and Acquisition Division.

Military Deputy (MILDEP) to the Assistant Secretary of the Army for Acquisition, Logistics and Technology (AL&T) LTG Joseph L. Yakovac Jr., the presiding official, bid farewell to Dellarocco and thanked him for his outstanding tour of duty as ASC Director. Yakovac then officially handed over responsibility for directing the organization to Spisak during the Exchange of Organizational Colors. "You are hereby delegated the full-line authority of the Army Acquisition Executive for the management of the Acquisition Support Center," Yakovac instructed.

The military change of leadership ceremony and exchange of organizational colors dates back to the beginning of our Nation's history

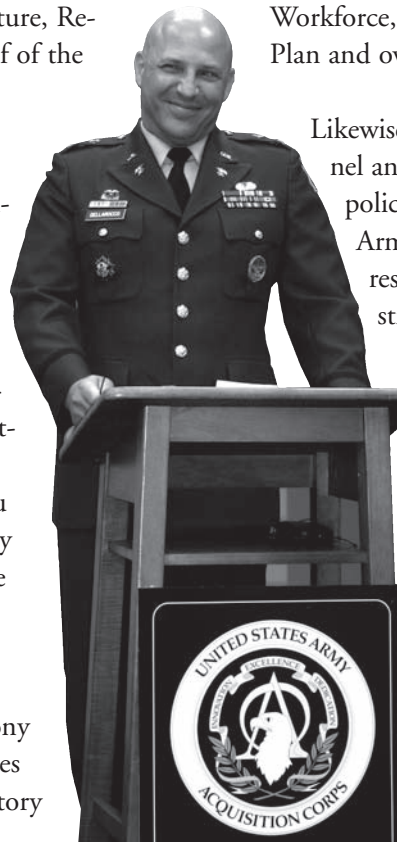
and provides for the orderly transfer of organizational responsibility from one Army leader to another. The passing of the colors is a symbolic act, through which the outgoing leader relinquishes authority to his superior, who in turn passes that authority to the incoming leader. During the ceremony, Yakovac presented Dellarocco with a symbolic Army Acquisition Corps (AAC) flag to recognize his outstanding accomplishments and service as the ASC Director and the Army's Deputy Director of Acquisition Career Management.

In passing the mantle of leadership to Spisak, Yakovac explained the significance of the event to the audience. "As the director of this field operating agency, Mr. Spisak will perform as the major command for the Army Acquisition Corps and the Acquisition Workforce reporting to the Army Acquisition Executive through the Military Deputy. As such, he will serve as the Army's "one face" for Acquisition, Logistics and Technology proponentcy on behalf of the AAE, the MILDEP, the AL&T community, its operating agencies and strategic partners."

In addition to the duties outlined by the MILDEP, Spisak also assumes responsibility for ensuring synchronization of all AAC proponentcy initiatives with supporting career management organizations in concert with MILDEP direction. Additionally, he will formalize AL&T process links to Army and Joint proponentcy systems, ensuring the viability and relevancy of the workforce and its alignment with the AL&T Workforce, Army/AAC transformation, the Army Campaign Plan and overarching DOD strategic objectives.

Likewise, Spisak is charged with managing ASC personnel and fiscal resources in a manner consistent with the policies and principles articulated in DOD directives, Army policy and acquisition reform initiatives. A key responsibility will be maintaining the AAC force structure through proper manpower allocations.

At the ceremony's outset, Spisak presented flowers to his wife Tara A. Scully, thanking her for her continued support and partnership as he moves into his new role as ASC Director. He noted the major role that family plays in all our lives and successful careers and thanked his wife for her untiring support and love. "You're there for me every day and I wouldn't have



COL Genaro J. Dellarocco, outgoing ASC Director, thanks his staff for their excellent support during the Change of Leadership ceremony June 16. Dellarocco joined the Joint Staff (J-8) as the Chief of the Requirements and Acquisition Division. (ASC photo by Debbie Fischer-Belous.)

made it here today through many difficult obstacles without your help.”

Spisak also remarked on his predecessor: “I want to thank COL Dellarocco for his dedication and service to the Acquisition Support Center and wish him continued success in his new position on the Joint staff. COL Dellarocco led ASC during a time of significant organizational change for the Army and Army Acquisition Corps. He has moved ASC forward despite a tremendous workload and made a remarkable impact on the success of the AL&T Workforce and community.”

“As I take on this challenge and step into my new role as the Director, I urge each of you to take part in Army transformation and enjoy the change we are experiencing,” Spisak remarked. “The pace of change is more radical than any we’ve previously experienced and it’s continually becoming faster and more frequent. Challenge yourself to share your ideas and your enthusiasm as we find new ways to make the Army better,” he continued. “Transformation requires that we get more done without more resources. The environment demands it and we can do it. Seek efficiencies in the ways you do your job and share your accomplishments with your colleagues so that they can benefit from your experience as well,” Spisak suggested.

“If I can offer one more piece of advice, push yourself to exceed your own expectations — personally and professionally,” Spisak proposed. “Set high goals for yourself and you will be rewarded with great accomplishments. Remember, have fun while you’re doing your job. We spend too much time at our professional employment to not enjoy it.

Experiment to find new and enjoyable ways to achieve your goals.” Spisak concluded his comments reminding all that Yakovac’s own advice for how to be successful as we toil to support our great Soldiers and ensure they have the best equipment in the world was “Balance. Without balance in our lives, no true successes are possible.”

For more information about ASC go to <http://asc.army.mil>.

Mike Roddin is the ASC Strategic Communications Director and Army AL&T Magazine Editor-in-Chief.

ALMC, Webster University Establish Cooperative Degree Program

The U.S. Army Logistics Management College (ALMC) and Webster University established a cooperative master’s degree program that allows U.S. Army Acquisition Basic Course (AABC) graduates the opportunity to complete a master’s degree with Webster University through shared academic credits. The ALMC/Webster University cooperative degree program was developed in accordance with the American Council on Education’s Joint Statement on the transfer and award of credit.

Approved cooperative programs include master of business administration, master of arts in computer resources and information management, and master of arts in procurement and acquisition management degrees. To be eligible to apply to Webster, AABC graduates must have completed a bachelor’s degree at a regionally accredited institution and must submit an official transcript from that institution. Graduate Management Admission Tests and Graduate Record Exams are not required for admission. If students have already completed a previous graduate degree, they may be eligible to complete a sequential degree in one of the fields mentioned.

This opportunity is beneficial to students and agencies that provide tuition assistance, which may save up to \$3,850 for course credits earned through AABC. For more information or to schedule an interview, contact Kerry Coleman-Proksch at (703) 781-7942 or belvoir@webster.edu. Webster University’s Fort Belvoir Extension Center is located in Room 143, Barden Education Center.



LTG Joseph L. Yakovac Jr., Military Deputy to the Assistant Secretary of the Army for Acquisition, Logistics and Technology presents new ASC Director Craig A. Spisak with the ASC Charter. Spisak is the organization’s first civilian director. (ASC photo by Debbie Fischer-Belous.)

FY06 Lieutenant Colonel/GS-14 PM/AC Board Results

The U.S. Army Human Resources Command's (AHRC's) Acquisition Management Branch (AMB) recently completed an analysis of the FY06 Product Manager (PM)/Acquisition Command (AC) Board results and overall command opportunity for Army Acquisition Corps (AAC) officers and civilians. The selection board was held Dec. 2-10, 2004, and the selection list was released May 17, 2005.

Overall Results

Board members reviewed the files of 223 AAC members and selected 65 principals for PM/AC or contracting command. The selectees included 60 acquisition officers, two Medical Service (MS) Corps officers, two Reserve Component (RC) officers and two acquisition civilians. The overall selection rate was 29 percent. The military selection rate was 32 percent (61/192) and the civilian selection rate was 6 percent (2/31). Officer results by year group (YG) are as follows (not inclusive of revalidated or MS Corps officers): YG90 (2), YG89 (10), YG88 (29), YG87 (11), YG86 (4), YG85 (1), YG84 (0) and YG83 (1). This board was the first look for YG88 officers. Officers selected in basic YGs 89 and 90 were previously selected for promotion below the zone.

Who Was Selected?

The two civilians and more than 90 percent of the selected officers previously served as assistant or deputy PMs or in equivalent functional positions. Additionally, 14 percent of the principal selectees have served in Joint or major headquarters staff positions such as the Office of the Secretary of Defense; Secretary of the Army for Acquisition, Logistics and Technology; Defense Contract Management Agency; and Army Materiel Command. Eleven of the 12 officers (91 percent) selected as contracting commanders had at least 2 years of contracting experience, 96 percent of the principal selectees have master's degrees. In addition, one officer has a Ph.D. and 29 AAC officers did not attend resident Command and Staff College but completed the nonresident course. Five principal selectee officers were female, and seven were minorities.

General Observations

Strong performance and diversity of acquisition experience were common among selectees. However, exceptionally strong performance overcame lack of experience in some cases. The average number of DA Form 67-9 Officer

Evaluation Reports (OERs) was 6.0 for principal selectees and 6.2 for alternates. The average number of above-center-of-mass OERs under the DA Form 67-9 was approximately 4.32 (71 percent) for principal selectees and 2.84 (46 percent) for alternates. The first look continues to be the best look for PM/AC selection.

Civilians selected as principals and alternates had very strong comments on their performance evaluations and Senior Rater Potential Evaluations (SRPEs). In addition, they had previously been selected for either the Competitive Development Group program or Senior Service College, or had performed duties as deputy PMs.

It is imperative for officers to personally review their Officer Record Brief and Official Military Personnel File (OMPF) online to ensure their information is accurate. Approximately 120 days prior to the board convening, officers should check their OMPF online in the "My Board" file located at <https://isdtrad16.hoffman.army.mil/MyBoardWeb/MainPages/Welcome.jsp>. Officers will need to provide their AKO user name and password to access their board files.

Traditionally, the board meets every December. The automated selection board system is fully operational, and AMB will review files for officers in the zone of consideration approximately 30 days prior to the board convening date. Officers should have electronic official photos in the Department of the Army's Photo Management System and should replace photos that are more than 3 years old. AMB should also have a hard copy of officer photos. Attention to detail in the photos and in the files may make a difference, so review files early to be most competitive.

Though performance is a key factor for selection, captains and majors should seek career-broadening experiences to become competitive for future selection as a PM or AC. Officers should seek those jobs that offer experiences in contracting, program management, combat developments, science and technology and testing. With a limited number of positions in program offices and noncontingency contracting organizations, AHRC will continue to rotate captains and majors to ensure a sufficient pool of experienced, qualified officers for future PM and command positions.

Civilians should ensure their application packages are complete and contain all required documents. Special attention should be given to ensuring the data contained on the Acquisition Career Record Brief (ACRB) is accurate. Assignment dates reflected on the ACRB should match dates

shown on the résumé. Current ACRBs may be obtained from acquisition career managers and submitted with application packages. Discrepancies, such as missing evaluations, should be explained. Remember that the application package reflects your career and defines your training, education and experience to the board.

Civilians who apply for command boards appear to be most successful if career planning begins early. Establishing a track record of development and training, through assignments to staff positions at the program executive and/or PM office level appears to facilitate civilian selection.

It is critical that civilians work with their supervisors and senior raters to ensure that the appropriate comments appear in annual evaluations and SRPEs. For example, individuals who appear to have the skills or talent to assume PM duties should have that information documented and annotated on their evaluations. Senior raters should use SRPEs to identify those individuals who would most likely succeed as PMs.

Congratulations to the following lieutenant colonels, promotable majors and GS-14 PM/AC selectees:

Alexander, Scott Edward LTC	AAC
Alvarez, John Gerard LTC	MS
Amsler, Duane Ellis Jr. LTC	AAC
Armstrong, Scott Charles MAJ(P)	AAC
Balda, John Scott LTC	AAC
Bentley, Joseph Patrick LTC	MS
Blanco, James Allen LTC	AAC
Boruff, William Max LTC	AAC
Bosworth, Brian Eliot LTC	AAC
Brown, Keith Jeffrey MAJ	RC
Brunson, Kerry Patrick LTC	AAC
Burden, Patrick Wesley LTC	AAC
Carlsen, Marlin Jr.	CIV
Carter, Charles Allen LTC	AAC
Clements, Andrew Todd MAJ(P)	AAC
Cook, Thomas Stephen LTC	AAC
Courtney, John Michael LTC	AAC
Creech, Gregory Stuart LTC	AAC
Cunningham, Daniel Jordan LTC	AAC
Donovan, Sharlene Joy MAJ(P)	AAC
Fletcher, Robert Eric LTC	AAC
Garcia, Joseph Glenn LTC	AAC
Gresham, Shawn Patrick MAJ(P)	AAC
Grinsell, Christian Bernard LTC	AAC
Hannah, Robert John LTC	AAC
Hannon, John Patrick LTC	AAC

Harper, Robert Dale LTC	AAC
Heilig, Donald M. Jr. LTC	AAC
Higgs, Carl Barry LTC	AAC
Hill, Paul Marshall LTC	AAC
Keller, Winfield Rosenberry MAJ(P)	AAC
Laase, Gary Lee LTC	AAC
Lewis, John William LTC	AAC
MacDonald, Andrew Jay LTC	AAC
Mentzer, Rodney Allen LTC	AAC
Metts, Mel Mark LTC	AAC
Minus, Joseph Sheppard Jr. MAJ(P)	AAC
Nassar, Michelle MAJ(P)	AAC
Nieto, Anthony James LTC	AAC
Noe, Steven Michael MAJ(P)	AAC
Olsen, Robert Frans LTC	AAC
Raftery, James John Jr. MAJ(P)	AAC
Rasch, Robert Alan Jr. MAJ(P)	AAC
Receniello, Michael Joseph MAJ	RC
Richards, Clyde Ezekiel Jr. MAJ(P)	AAC
Sanders, William Alton LTC	AAC
Shifrin, Scott	CIV
Spear, Ronald Lee LTC	AAC
Statham, Alan Thomas LTC	AAC
Stawowczyk, Edward John LTC	AAC
Strange, Timothy John LTC	AAC
Swanson, Edward John LTC	AAC
Theall, Debora Lynn MAJ(P)	AAC
Theodoss, Michael David LTC	AAC
Todd, Thomas Hiram III MAJ(P)	AAC
Tolson, Todd Fitzgerald LTC	AAC
Tuftie, Bruce James MAJ(P)	AAC
Utroska, William Thomas LTC	AAC
Vogelhut, Jonas MAJ(P)	AAC
Voigt, Jeffrey Ralph LTC	AAC
Washington, Gail Lynn LTC	AAC
Wilson, Veronica Ann MAJ(P)	AAC
Womack, John Shannon LTC	AAC

2005 Acquisition Candidate Accession Board Results

The 2005 Acquisition Candidate Accession Board (ACAB) met May 2-5, 2005, to review the records of 248 officers who volunteered for accession into the Army Acquisition Corps (AAC). The Director of Officer Personnel Management approved ACAB's recommendations May 11, 2005.

ACAB recommended 119 officers from year groups (YGs) 96, 97, 98 and 99 to fill valid vacancies within the AAC. Congratulations to the following captains on their selection for accession into the AAC:

Adams, Freddy Lee II	Howell, Ryan Andrew
Alexander, Anree Carte	Hughley, Anthony Emanuel
Armstrong, Reginald	Humphrey, Ian Woodin
Fritzger	Jackson, Kevin Darrell
Baird, Jacqueline Erin	James, Jeffrey David
Barnes, Ralph Raymond	Jeffery, Jeremy Jay
Barnhill, Rob William	Kaul, Michael Dale
Beal, Loyd III	Keena, Joshua Monroe
Bentley, Donald B. II	Kelly, Frances Corine
Bigelow, Mark James	Kime, Matthew Jon
Blanche, Ron L.	King, Nathaniel Lee
Bonnette, Freeman Terrill	Koschnik, Andrew Thomas
Brown, Kermit Walter	Kovacs, Michael Joseph
Brunet, Jeremy	Lee, Jim Anthony
Butler, Terry Lawrence	Linz, Christopher Andrew
Cavaleri, Ruby Lee	Lopez, Phillip Rey
Christiansen, Michael Jacob	Lueders, Ryan Paul
Cisneros, Christopher A.	Lunoff, Andrew Saul
Coburn, Jerry Eugene	Lyons, Jeffrey Bernard
Coddington, Leo Robert	Maher, John Joseph
Conde, Jason Ray	McBride, Marlon
Conkle, Richard David	McDonald, Richard Mehran
Cornelius, Ashantas Katango	McFall, Ben Patrick III
Courtland, Christopher	Mehochko, Daniel A.
Cundy, William Todd	Mendez, Carlos R.
Cunningham, William	Meredith, Steven Parker
Michael	Merz, Wendy Ann
Damborsky, Matthew	Miller, Burr Hans
Wayne	Moore, Richard Brian
Dargan, Cleveland Joseph	Morgan, Raymond Henry III
Denomy, Troy Michael	Muller, August IV
Duus, Andrew John	Nasif, George Goddard
Dye, Mary Elizabeth	Niles, Altheria Major Jr.
Ellison, Theresa Latrell	Noda, Kyle Anton
Emery, Christopher B.	Palmer, Daniel Robert
Enderton, Christopher	Pfeiffer, Richard Howard Jr.
Galloway, Christopher Todd	Pollard, Gregory Todd
Garris, William A.	Reiling, Darin Steven
Garrison, Richard Carter	Rivera, Johnny
Gilman, Andrew Luke	Rosadopadilla, Angel
Harper, Curtis Neal	Ramon
Harrison, Gary Joseph Jr.	Ross, Jason Wallace
Helmore, Scott Edward	Rudometkin, David James
Hemingway, Corey Pernell	Ruiz, Arturo
Hernandez, Russ A.	Rumbley, Stephen Paul

Rush, Joseph J. Jr.
 Sawyer, Jay Clifton
 Schow, Ronald D.
 Schrock, Kevin James
 Scooler, David James
 Shepherd, Eric Leroy
 Sims, Shane Derek
 Skrabanek, Bruce Alan
 Smart, Shawanta Depree
 Smith, Brian Jeffrey
 Snipes, Christopher Wayne
 Spencer, Gregory Dinwiddie
 Spurlock, Brian M.
 Stanton, Derrick
 Stubblefield, Lisa Cheryl
 Tam, Jenny Kai Yee
 Tande, Bradley Christian Jr.

Tanglao, Dominic John
 Taylor, David Lee Jr.
 Taylor, Mark Ryan
 Tolbert, Derrick Leon
 Tran, Pon Van
 Troncoso, George
 Vandeweg, Eric Dean
 Vaughan, Brian David
 Venable, William Robert
 Waddy, Josh Lee
 Weakley, Wallace Edward Jr.
 Welcher, Kwane Emenike
 Williams, Archie Larell Jr.
 Williams, Isaac Abayomi
 Williams, Kareem Montigo
 Wilson, Gordon L.

News Briefs

Distributed Learning System (DLS) Enhances Soldier Readiness

COL Sharon Holmes

Everywhere you look today, managers are emphasizing the importance of advanced technology integration and a decided need for a better-educated workforce. This focus is becoming readily evident in the corporate world, government, military and academia. There is a revolution underway to leverage advanced technology, and training in the U.S. Army is no exception. Faced with funding cuts, tremendous operations tempo, great demands on troop strength and a need to mobilize quickly in response to worldwide situations, the Army is emphasizing more than ever training programs that directly support Soldier readiness.

"The overriding premise is that we will provide forces fully trained and with the best equipment we can provide," remarked U.S. Army Forces Command Mobilization Director BG Gary A. Quick. "There will be no exception to that rule." In a similar statement, Army Surgeon General LTG James Peake stated that "it's all about the readiness of the Soldier." Peake knows because the Medical Corps has made